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February 6, 1993

Office of Employee Benefits Security
Labor Management Service Administration
U.S. Department of Labor
Washington, D.C. 20216

Re: Notice of Plan(s) of Deferred Compensation

Gentlemen:

Pursuant to DOL Reg. Sec. 2520.104-23, the undersigned employer hereby files the following information with respect to its plan(s) of deferred compensation.

1. Name and Address of Employer:

CONTEMPORARY OBSTETRICS & GYNECOLOGY, P.C.
101 West 24th Street
Kearney, Nebraska 68847

2. Federal Employer Identification Number (EIN):

47-0646171

3. The Employer maintains three (3) plan(s) of deferred compensation primarily for the purpose of providing deferred compensation to a select group of management or highly-compensated employees.

4. Three (3) employee(s) is covered by such plan(s).

Very truly yours,

CONTEMPORARY OBSTETRICS &
GYNECOLOGY, P.C., A Nebraska
Professional Corporation

By

John H. Schulte
President

WEINBERG & WEINBERG, P. C.

ATTORNEYS AT LAW

8901 INDIAN HILLS DRIVE-SUITE 1

OMAHA, NEBRASKA 68114

DAVID D. WEINBERG (1915-1989)
MAYNARD H. WEINBERG

(402) 397-0999
FAX (402) 397-5519

February 26, 1993

Office of Employee Benefits Security
Labor Management Service Administration
U.S. Department of Labor
Washington, D.C. 20216

In re: Notice of Plans
of Deferred
Compensation for
Contemporary Obstetrics &
Gynecology, P.C.

Dear Sirs:

Please find enclosed the alternative compliance letter along with the minutes and the claims procedure. If we do not hear from you within 15 days we shall assume that the filing is appropriate.

I remain,

Very truly yours,


M. H. WEINBERG

MHW:as

Enc.

RECEIVED

MINUTES OF THE SPECIAL JOINT MEETING
OF THE STOCKHOLDERS AND DIRECTORS OF
CONTEMPORARY OBSTETRICS & GYNECOLOGY, P.C.
A Nebraska Professional Corporation

A special joint meeting of the stockholders and directors of CONTEMPORARY OBSTETRICS & GYNECOLOGY, P.C., a Nebraska Professional Corporation, was held at the offices of the corporation at 101 West 24th Street in Kearney, Nebraska, 68847, at the hour of 5:00 p.m. on February 6, 1993, pursuant to a call by all the stockholders and directors, who by signing these minutes, hereby waive notice of the time, place and contents hereof and hereby ratify all actions taken herein.

JOHN H. SCHULTE, M.D. was chosen as Chairman and Secretary of the meeting.

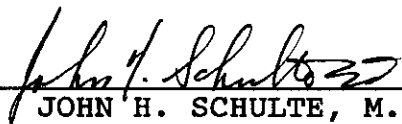
The following resolutions were proposed, seconded and unanimously adopted:

RESOLVED, that the current Employment Agreement are herein approved and ratified and enforced as of January 1, 1993 for all continuing years in accordance with their terms and conditions, including but not limited to the deferred compensation programs contained therein.

RESOLVED, that the corporation hereby adopts "Exhibit A" which is a claims procedure for the deferred compensation programs in the employment agreements and orders the Corporate President to sign the alternative compliance letter to the Department of Labor.

RESOLVED, further and finally that the corporate attorney, M. H. WEINBERG, is directed to file the alternative compliance letter with the Department of Labor and, if necessary, the Internal Revenue Service.

There being no further business, the meeting was adjourned forthwith.



JOHN H. SCHULTE, M.D.
Chairman/Secretary

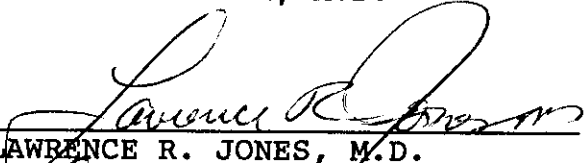
WAIVER

We, being the sole stockholders and directors of CONTEMPORARY OBSTETRICS & GYNECOLOGY, P.C., a Nebraska Professional Corporation, hereby waive notice of the time, place and contents of the above meeting and hereby ratify all actions taken therein as of this 6th day of February, 1993.



JOHN H. SCHULTE, M.D.

CHERI L. JENSEN, M.D.



LAWRENCE R. JONES, M.D.



·DETERMINATION OF BENEFITS UNDER DETERMINED COMPENSATION
AGREEMENT IN YOUR EMPLOYMENT CONTRACT

DETERMINATION OF BENEFITS

A. Claim

A person who believes that he is being denied a benefit to which he is entitled under the Plan (hereinafter referred to as a "Claimant") may file a written request for such benefit with the Corporation, setting forth his claim. The request must be addressed to the President of the Corporation at its then principal place of business.

The named Fiduciary is *CONTEMPORARY OBSTETRICS & GYNECOLOGY, P.C.* whose address is *101 West 24th Street, Kearney, Nebraska, 68847*, and whose telephone number is *1-308-234-6555*.

B. Claim Decision.

Upon receipt of a claim, the Corporation shall advise the Claimant that a reply will be forthcoming within ninety (90) days and shall, in fact, deliver such reply within such period. The Corporation may, however, extend the reply period for an additional ninety (90) days for reasonable cause.

If the claim is denied in whole or in part, the Corporation shall adopt a written opinion, using language calculated to be understood by the Claimant, setting forth:

- (1) The specific reason or reasons for such denial;
- (2) The specific reference to pertinent provisions of this Agreement on which such denial is based;
- (3) A description of any additional material or information necessary for the Claimant to perfect his claim and an explanation why such material or such information is necessary;
- (4) Appropriate information as to the steps to be taken if the Claimant wishes to submit the claim for review; and
- (5) The time limits for requesting a review under subsection C and for review under subsection D hereof.

C. Request for Review.

Within sixty (60) days after the receipt by the Claimant of the written opinion described above, the Claimant may request in writing that the Secretary of the Corporation review the

determination of the Corporation. Such request must be addressed to the Secretary of the Corporation, at its then principal place of business. The Claimant or his duly authorized representative may, but need not, review the pertinent documents and submit issues and comments in writing for consideration by the Corporation. If the Claimant does not request a review of the Corporation determination by the Secretary of the Corporation within such sixty (60) day period, he shall be barred and estopped from challenging the Corporation's determination.

D. Review of Decision.

Within sixty (60) days after the Secretary's receipt of a request for review, he will review the Corporation's determination. After considering all the materials presented by the Claimant, the Secretary will render a written opinion, written in a manner calculated to be understood by the Claimant, setting forth the specific reasons of the decision and containing specific references to the pertinent provisions of this Agreement on which the decision is based. If special circumstances request that the sixty (60) day time period be extended, the Secretary will so notify the Claimant and he will render the decision as soon as possible, but no later than one hundred twenty (120) days after receipt of the request for review.